

About us

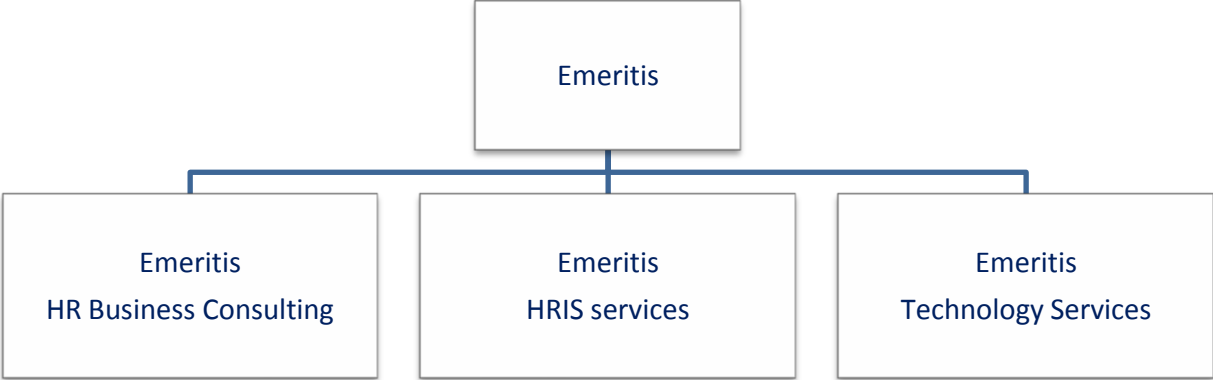
Emeritis is an international HR and Technology services company, providing world-class services to mid-sized and large enterprises through its offices in Europe and Asia Pacific. We have extensive experience in building global templates and international roll-outs, as well as localization issues. We stand out through our strong focus on HR, our Technology expertise, our customer focus and our international coverage.

Our services range from HR Business Consulting, through HRIS and Technology Implementation, to professional Application Maintenance Support. As an international organization, Emeritis can offer multiple Delivery Models resulting in significant cost reductions.

Since the incorporation of the Emeritis Group in 2002, Emeritis has grown in leaps and bounds. Our operations are strategically located in Europe (Belgium and France) & Asia Pacific (Thailand) and we are well placed to serve all our customers on a global platform with our follow-the-sun support capabilities, staffed by well trained consultants.

Whether you are looking for a local solution or a complex international roll-out into multiple regions, with our wide variety of HCM and Technology services we are well positioned to be your trusted partner.

Emeritis service lines:



Our Offering

HR Business Consulting

As a HR specialist Emeritis has a team of HR Business Consultants at its disposal, specialized in different HR domains:

- Strategy and Shared Service Centers delivery model
- HCM Business Process redesign
- People performance
- Change Management

This way Emeritis can offer its customers a wide range of advice and expertise during the design and integration of functional HR processes and tools.

HRIS implementations and roll-outs

Emeritis has extensive experience with both global and local HRIS projects, providing full life cycle implementation services:

- HRIS Roadmap & Design – from assessment or requirement study (As-Is, To-Be) to business blueprint
- Full life cycle projects – from realization, UAT testing to project go-live
- Application Maintenance & Support – post implementation (go-live) support

Emeritis can be your end-to-end HRIS implementation partner, using state-of-the-art software as enabling technology:

- **SAP HCM**

SAP Human Capital Management tools are part of a fully integrated SAP technology platform and provide a comprehensive HRIS solution suite covering:

- Workforce Process Management
- Talent Management
- End-user Service Delivery (Self Services, HCM Forms, Employee Interaction Center, etc.)
- Workforce Deployment and Analytics (Resource Planning, Business Intelligence, etc.)

SAP HCM for SME

In order to allow mid-sized companies to reap the benefits of a world-class solution, Emeritis developed 'speedHR', an 'out of the box' and/or accelerated SAP HCM solution resulting in a significant reduction of implementation lead time and cost.

SAP HCM 3rd Party Solutions

Emeritis continuously follows up the evolution in HR software. As a result we are well positioned to advise on 3rd party software that has added value on top of the SAP HCM functionalities. With our functional and technical expertise we can integrate this 3rd party software into the SAP HCM application.

- **SAP Visualization Solutions by Nakisa** offers organization (SAP Org Visualization by Nakisa) and talent (SAP Talent Visualization by Nakisa) visualization solutions that enable companies to gain clarity and greater insight into human capital data, easily manage key talent information and optimize the sustainability and impact of the workforce.
 - **SAP Employee File Management by OpenText** allows you to scan all possible documents from the employee's personal file and link them to the infotypes (group of data) in your SAP HCM system. This way the managers and all authorized people have the personnel file digitalized with all needed authorisation checks at their disposal.
- **Lumesse (former Stepstone Solutions)**

As an HR/IT specialist, Emeritis has been building expertise in first-in-class HR technology solutions. Therefore we also provide Lumesse implementation services, offering best of breed HR-Talent functionality:

 - Talent Acquisition: Lumesse offers top class recruitment solutions, providing companies with user-friendly tools to support
 - Attraction&Sourcing
 - Screening&Selection
 - Onboarding
 - Talent Management: with this 100% web-based product, HR professionals are able to use a comprehensive toolset covering:
 - HR Management
 - Performance Management
 - Compensation Management
 - Skills and Competency Management
 - 360 Degree Feedback
 - Career and Succession Planning
 - Learning Management
 - HR Analytics

Depending on the customers' requirements, preferences and choices, we are well positioned to advise upon your HRIS strategy, whether that means an SAP HCM, Lumesse or hybrid solution integrating both.

Technology services

Emeritis is focused on improving usability and user adoption through the agile use of SAP Netweaver Technology: the one single, flexible platform that integrates all business processes across organizational and technological boundaries, resulting in a significant improvement of the total cost of ownership (TCO).

That is why our Emeritis Technology team covers the full suite of SAP Netweaver Solutions:

- from custom development (ABAP, Java) and infrastructure (SAP BC) services to out-of-the-box SAP technical implementations;
- from SAP GUI and Netweaver Business Client to web-based solutions;
- from desktop to mobile solutions.

Thanks to our team of Technology Experts, Emeritis is able to focus on innovative technology in the areas of Mobile Solutions, Web, Portal and Process Integration. But also with our expertise in Adobe, Solution Manager and Identity Management, Emeritis can help to facilitate the implementation and execution of your corporate strategies and processes.

Moreover, our Emeritis team in Thailand can provide us with a flexible Delivery Model (see below) for off-shore development, allowing a significant cost reduction and fast problem solving thanks to our 'follow-the-sun' capability.

Emeritis believes in a 'partnership approach'. That is why we are always looking for the most optimal solution, depending on the customer's technology preferences, choices and needs. Because Emeritis is always thinking ahead, we do not only offer tailor-made implementation services, but also out-of-the-box, preconfigured packages, templates and dashboards.

Last but not least, Emeritis helps companies getting better Business Insight, thanks to our expertise in SAP Business Intelligence (SAP BW/BI) and SAP Business Objects (SAP BO). Getting the right information at the right time to take well informed decisions becomes more crucial every day. Through SAP BI (BW, BEx, Web Application Designer and Visual Composer) and SAP BO (BO Universes, Crystal Reports, Web Intelligence, Xcelsius Dashboards, etc.), Emeritis will help you creating competitive advantage on a strategic, tactical and operational level.

Whether you are looking for a technical installation, upgrade or expert advice, Emeritis will prove to be your end-to-end SAP Netweaver Technology Partner.

Support

Application Maintenance Services (AMS)

- Remote and on-site SLA-based maintenance and support services including corrective maintenance (bug-fixes, patches), technical upgrades, minor enhancements of existing configuration, forms and queries.
- For both HR and Technology, our AMS team can provide our customers with continuous support at a very competitive pricing thanks to the integration with our own, off-shore office in Thailand.

Managed Payroll Services (MPS)

- Gross-to-net payroll administration solutions to off-load our customers from non-strategic functions and infrastructure issues.
- End-to-end payroll services including filing of all mandatory regulatory submissions, payments and journal reporting.

Advisory services

- Training
- Pre-studies
- Feasibility studies
- Assessment / Quality Assurance

Our Delivery Model

Emeritis' Delivery Model has evolved to facilitate building and maintaining a close relationship with our clients. The model has been designed to be sufficiently flexible to accommodate specific needs of our clients. It has been validated for a long time by serving our valued clients in improving their operational efficiencies and reducing cost.

The choices made within a delivery model have direct implications on the overall project cost in terms of effort and time. Judicious selection of a suitable delivery model can cut the cost to the client significantly.

Within our Delivery Model, Emeritis offers 2 core options with each 2 variants for the clients to choose from:

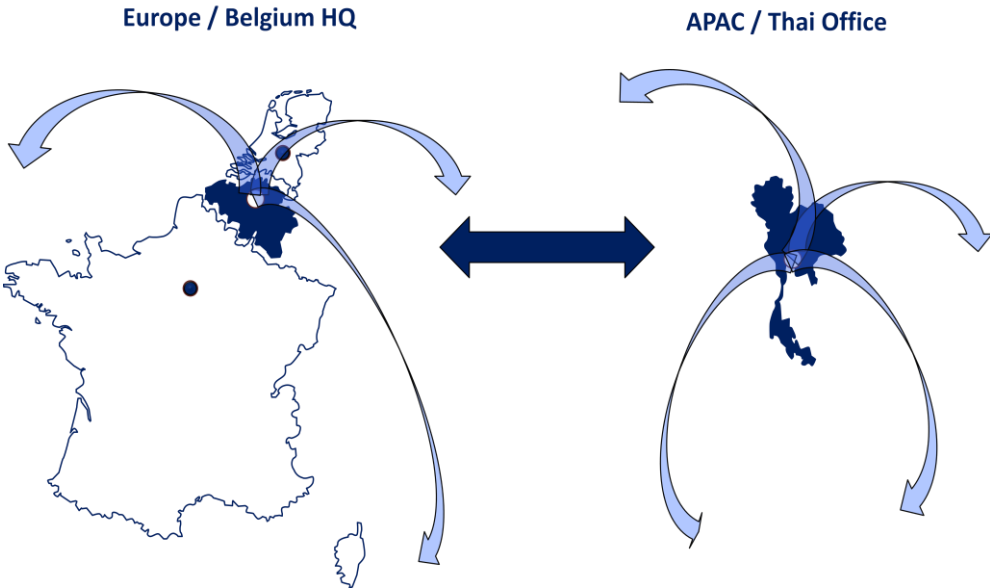
- **Onsite delivery model**
 - Project-based onsite services (Fixed Price Projects)
 - Time and Material
- **Offshore delivery model**
 - Offshore
 - Hybrid (combining off-shore and on-site efforts)

More information is available upon request.

Geographical coverage

As an international niche player, Emeritis developed a strategy to ensure we can meet our customers' demands using a combination of a regional approach (own offices with regional coverage), strong networking and strong partnerships with small local HCM players. Using this approach Emeritis is convinced it can act as a real international provider.

The expansion of the Emeritis services worldwide is a continuous activity and priority of Emeritis management.



Our partnership approach

As a highly focused international HCM and Technology services company, we are committed to partner with companies that have a complementary business model as well as a mutual commitment to deliver products and services with quality and excellence, ensuring client satisfaction. Emeritis is having strategic collaboration and partnerships with:

SAP

Emeritis is SAP Services & Community Partner and thus well positioned to work closely together with SAP in promoting and delivering full SAP HCM solutions.

As a member of the SAP PartnerEdge Program, Emeritis can also benefit from the global SAP Community, stimulating the close collaboration between SAP and their partners.



Nakisa

Nakisa, an independent software company specialized in “HR Visualization Solutions”, has become part of the SAP solution portfolio in 2008. Since then, SAP and Nakisa are able to offer a world class solution for OrgCharting and Talent Management with ‘SAP Visualization Solutions by Nakisa’.

Emeritis is worldwide seen as one of the most valuable partners of Nakisa. Emeritis and Nakisa are working closely together with SAP to promote and implement this strong add-on solution to their customers being able to provide high quality end to end solutions with Organizational and Talent Management.

Emeritis is official Nakisa partner since 2008.



OpenText

OpenText, an enterprise software company and leader in enterprise content management (ECM), helps organizations manage and gain the true value of their business content. Part of the OpenText ECM suite is ‘**Employee File Management**’ (EFM) which provides HR departments with a complete solution based on ECM: all printed documents from employees and job applicants, master data and internal personnel documents are immediately available from the electronic personnel file. Since 2011, also ‘**Travel Receipts Management**’ has become part of the solution portfolio.

Emeritis is official OpenText partner to implement both ‘SAP Employee File Management by OpenText’ as ‘SAP Travel Receipts Management by OpenText’. These solutions are of course completely integrated with SAP (HCM).



Lumesse

Lumesse delivers integrated talent management solutions as SaaS (Software-as-a-Service) from secure data centres worldwide. Solutions include talent acquisition, onboarding, performance management, succession planning, compensation management, learning management and HR analytics.

Emeritis is an official Lumesse partner in promoting, implementing, integrating and supporting its solutions.



Local SAP HCM partnerships

In **Central & Eastern Europe and the Americas**, Emeritis has a number of Partnerships with local companies having the specific SAP HCM expertise needed for the local market. These Partnerships allow Emeritis to rely on the local expertise of those companies needed in international implementations. These local partners work under the umbrella of Emeritis to ensure an optimal integration and governance towards the customer.